

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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Average All Statements (1-60)

Group	Average	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (168)	3.66	24.5%	39.4%	20.9%	8.4%	6.8%
Administration (17)	4.01	37.1%	39.1%	14.7%	6.1%	3%
Faculty (77)	3.48	22.9%	33.5%	22.9%	10.3%	10.4%
Exempt Prof'l Staff (45)	3.83	23.3%	49%	18.4%	6%	3.3%
Non-exempt Staff (19)	3.77	26.6%	38%	24.3%	7.9%	3.2%

1. My job makes good use of my skills and abilities.

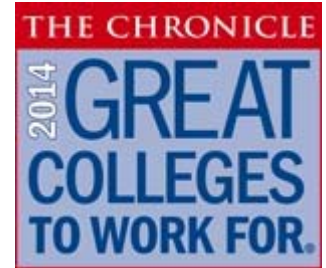
Group	Average	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165)	4.29	47.3%	40%	7.9%	4.2%	0.6%
Administration (17)	4.76	76.5%	23.5%	0%	0%	0%
Faculty (77)	4.27	49.4%	36.4%	7.8%	5.2%	1.3%
Exempt Prof'l Staff (45)	4.22	37.8%	51.1%	6.7%	4.4%	0%
Non-exempt Staff (19)	4.16	42.1%	36.8%	15.8%	5.3%	0%

2. I am given the responsibility and freedom to do my job.

Group	Average	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165)	4.35	47.3%	42.4%	9.1%	0%	1.2%
Administration (17)	4.35	47.1%	41.2%	11.8%	0%	0%
Faculty (77)	4.29	46.8%	40.3%	10.4%	0%	2.6%
Exempt Prof'l Staff (45)	4.42	48.9%	44.4%	6.7%	0%	0%
Non-exempt Staff (19)	4.47	57.9%	31.6%	10.5%	0%	0%

3. My supervisor/department chair makes his/her expectations clear.

Group	Average	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165)	4.28	49.7%	35.8%	10.3%	1.8%	2.4%
Administration (17)	4.35	52.9%	41.2%	0%	0%	5.9%
Faculty (77)	4.25	51.9%	29.9%	13%	1.3%	3.9%
Exempt Prof'l Staff (45)	4.36	48.9%	37.8%	13.3%	0%	0%
Non-exempt Staff (19)	4.21	47.4%	36.8%	5.3%	10.5%	0%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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4. I am provided the resources I need to be effective in my job.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165)	3.54	20.6%	35.2%	29.1%	7.9%	7.3%
Administration (17)	3.65	29.4%	29.4%	23.5%	11.8%	5.9%
Faculty (77)	3.14	13%	27.3%	33.8%	13%	13%
Exempt Prof'l Staff (45)	4.04	26.7%	53.3%	17.8%	2.2%	0%
Non-exempt Staff (19)	4	31.6%	36.8%	31.6%	0%	0%

5. I understand how my job contributes to this institution's mission.

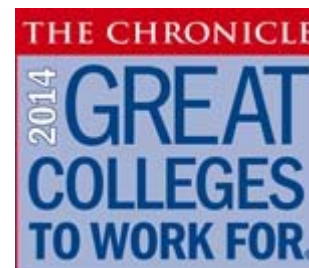
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165)	4.24	44.2%	42.4%	9.1%	1.2%	3%
Administration (17)	4.82	88.2%	5.9%	5.9%	0%	0%
Faculty (77)	4.08	37.7%	45.5%	9.1%	2.6%	5.2%
Exempt Prof'l Staff (45)	4.27	37.8%	55.6%	4.4%	0%	2.2%
Non-exempt Staff (19)	4.32	47.4%	36.8%	15.8%	0%	0%

6. I am given the opportunity to develop my skills at this institution.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165)	3.79	29.1%	38.2%	19.4%	9.7%	3.6%
Administration (17)	4.18	41.2%	41.2%	11.8%	5.9%	0%
Faculty (77)	3.56	27.3%	29.9%	20.8%	15.6%	6.5%
Exempt Prof'l Staff (45)	3.93	26.7%	46.7%	22.2%	2.2%	2.2%
Non-exempt Staff (19)	4.11	36.8%	42.1%	15.8%	5.3%	0%

7. I receive feedback from my supervisor/department chair that helps me.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165)	3.98	32.1%	44.8%	15.2%	4.8%	3%
Administration (17)	4.06	35.3%	35.3%	29.4%	0%	0%
Faculty (77)	3.87	33.8%	37.7%	15.6%	7.8%	5.2%
Exempt Prof'l Staff (45)	4.16	24.4%	66.7%	8.9%	0%	0%
Non-exempt Staff (19)	4	42.1%	31.6%	15.8%	5.3%	5.3%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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8. When I offer a new idea, I believe it will be fully considered.

Your Overall (165) 3.87	30.9%	33.9%	29.1%	3%	3%
Administration (17) 4.12	47.1%	23.5%	23.5%	5.9%	0%
Faculty (77) 3.68	27.3%	29.9%	32.5%	3.9%	6.5%
Exempt Prof'l Staff (45) 4	28.9%	44.4%	24.4%	2.2%	0%
Non-exempt Staff (19) 4.16	42.1%	31.6%	26.3%	0%	0%

9. I am regularly recognized for my contributions.

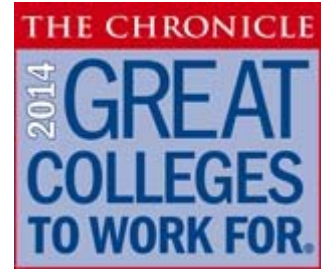
Your Overall (165) 3.52	20%	36.4%	24.8%	12.7%	6.1%
Administration (17) 3.88	41.2%	23.5%	23.5%	5.9%	5.9%
Faculty (77) 3.43	20.8%	31.2%	26%	14.3%	7.8%
Exempt Prof'l Staff (45) 3.56	11.1%	51.1%	24.4%	8.9%	4.4%
Non-exempt Staff (19) 3.47	26.3%	26.3%	21.1%	21.1%	5.3%

10. I understand the necessary requirements to advance my career.

Your Overall (163) 3.8	27%	44.8%	14.7%	8%	5.5%
Administration (17) 4.24	52.9%	23.5%	17.6%	5.9%	0%
Faculty (75) 3.99	32%	49.3%	9.3%	4%	5.3%
Exempt Prof'l Staff (45) 3.49	13.3%	48.9%	17.8%	13.3%	6.7%
Non-exempt Staff (19) 3.63	26.3%	31.6%	26.3%	10.5%	5.3%

11. I am paid fairly for my work.

Your Overall (165) 2.56	4.2%	26.1%	15.8%	29.1%	24.8%
Administration (17) 3.24	11.8%	47.1%	5.9%	23.5%	11.8%
Faculty (77) 2.34	1.3%	23.4%	15.6%	27.3%	32.5%
Exempt Prof'l Staff (45) 2.58	6.7%	17.8%	22.2%	33.3%	20%
Non-exempt Staff (19) 2.79	5.3%	31.6%	10.5%	42.1%	10.5%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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12. I believe what I am told by my supervisor/department chair.

Your Overall (164) 4.15	39.6%	42.1%	13.4%	3%	1.8%
Administration (17) 4	41.2%	29.4%	23.5%	0%	5.9%
Faculty (77) 4.17	41.6%	41.6%	10.4%	5.2%	1.3%
Exempt Prof'l Staff (44) 4.25	38.6%	50%	9.1%	2.3%	0%
Non-exempt Staff (19) 4	31.6%	36.8%	31.6%	0%	0%

13. We have opportunities to contribute to important decisions in my department.

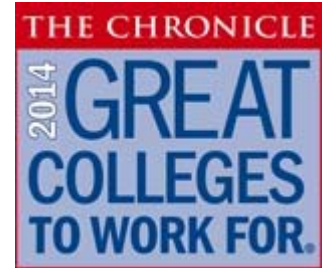
Your Overall (165) 4.14	37.6%	44.2%	13.9%	3%	1.2%
Administration (17) 4.47	52.9%	41.2%	5.9%	0%	0%
Faculty (77) 4.27	46.8%	39%	10.4%	2.6%	1.3%
Exempt Prof'l Staff (45) 4.02	26.7%	53.3%	17.8%	0%	2.2%
Non-exempt Staff (19) 3.58	21.1%	31.6%	31.6%	15.8%	0%

14. I can speak up or challenge a traditional way of doing something without fear of harming my career.

Your Overall (164) 3.74	27.4%	40.2%	20.1%	3%	9.1%
Administration (17) 4.06	47.1%	29.4%	11.8%	5.9%	5.9%
Faculty (77) 3.55	26%	32.5%	26%	1.3%	14.3%
Exempt Prof'l Staff (44) 4.05	29.5%	54.5%	9.1%	4.5%	2.3%
Non-exempt Staff (19) 3.58	21.1%	31.6%	36.8%	5.3%	5.3%

15. My supervisor/department chair regularly models this institution's values.

Your Overall (164) 4.13	39%	42.7%	12.2%	4.3%	1.8%
Administration (17) 4.29	52.9%	29.4%	11.8%	5.9%	0%
Faculty (77) 4.08	39%	40.3%	13%	5.2%	2.6%
Exempt Prof'l Staff (44) 4.27	36.4%	56.8%	4.5%	2.3%	0%
Non-exempt Staff (19) 3.95	31.6%	36.8%	26.3%	5.3%	0%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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16. Promotions in my department are based on a person's ability.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (154) 3.56	21.4%	40.3%	19.5%	10.4%	8.4%
Administration (16) 3.94	37.5%	37.5%	12.5%	6.3%	6.3%
Faculty (72) 3.72	23.6%	43.1%	20.8%	6.9%	5.6%
Exempt Prof'l Staff (42) 3.29	14.3%	40.5%	19%	11.9%	14.3%
Non-exempt Staff (18) 3.39	22.2%	33.3%	11.1%	27.8%	5.6%

17. Our review process accurately measures my job performance.

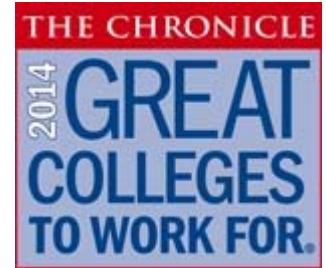
Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (162) 3.57	15.4%	45.7%	24.7%	9.3%	4.9%
Administration (17) 3.82	17.6%	52.9%	23.5%	5.9%	0%
Faculty (77) 3.52	16.9%	42.9%	23.4%	9.1%	7.8%
Exempt Prof'l Staff (43) 3.44	9.3%	44.2%	30.2%	14%	2.3%
Non-exempt Staff (19) 3.95	26.3%	47.4%	21.1%	5.3%	0%

18. Issues of low performance are addressed in my department.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (157) 3.5	14%	43.9%	25.5%	10.8%	5.7%
Administration (16) 4	18.8%	62.5%	18.8%	0%	0%
Faculty (72) 3.44	18.1%	37.5%	23.6%	12.5%	8.3%
Exempt Prof'l Staff (43) 3.51	7%	51.2%	30.2%	9.3%	2.3%
Non-exempt Staff (19) 3.32	15.8%	31.6%	26.3%	21.1%	5.3%

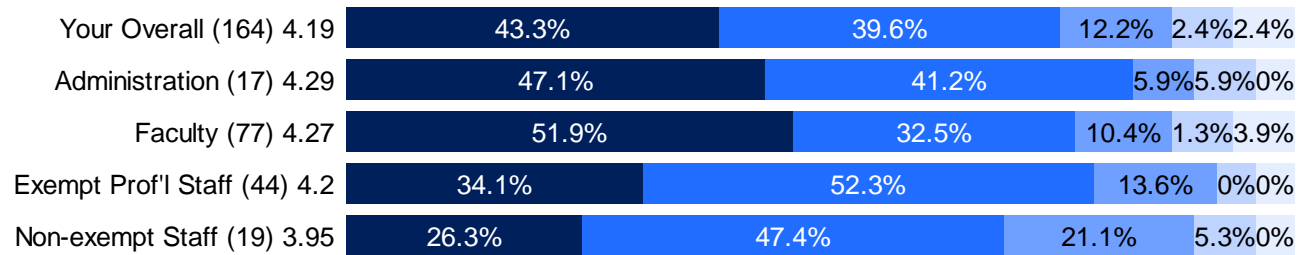
19. My supervisor/department chair is consistent and fair.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165) 4.17	40.6%	43.6%	10.3%	3%	2.4%
Administration (17) 4.12	35.3%	47.1%	11.8%	5.9%	0%
Faculty (77) 4.23	49.4%	36.4%	6.5%	3.9%	3.9%
Exempt Prof'l Staff (45) 4.24	35.6%	53.3%	11.1%	0%	0%
Non-exempt Staff (19) 4	31.6%	42.1%	21.1%	5.3%	0%

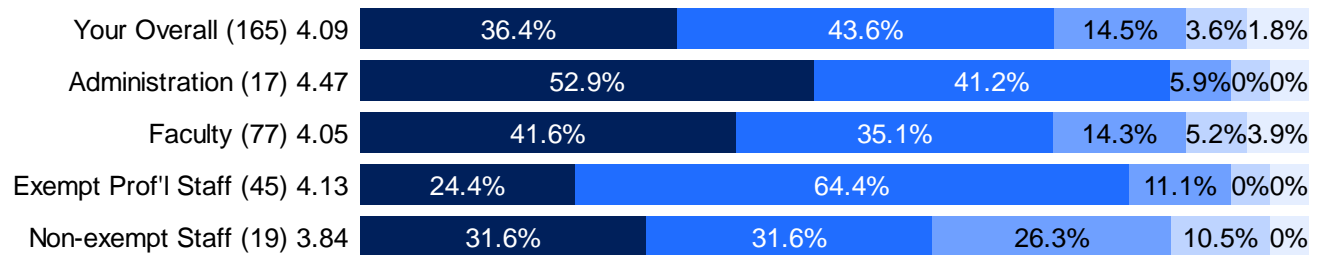


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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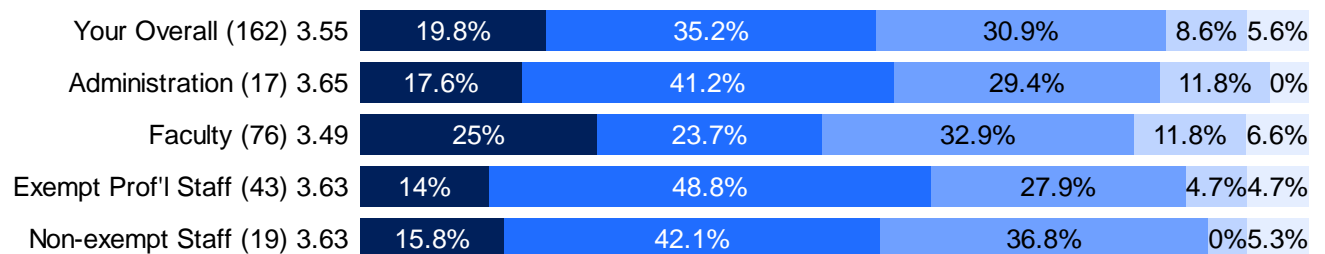
20. My supervisor/department chair actively solicits my suggestions and ideas.



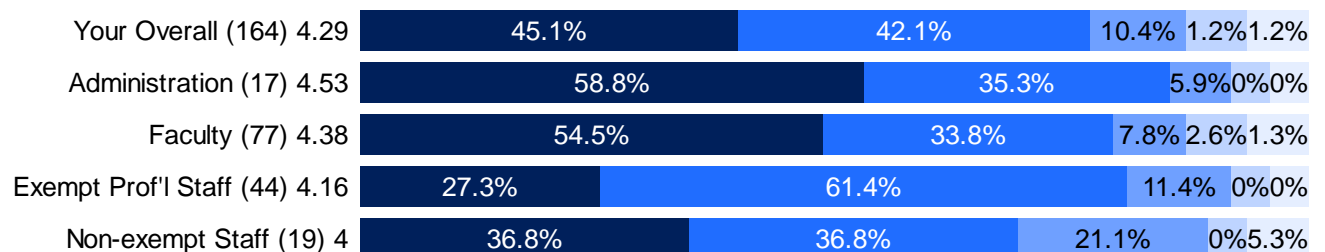
21. In my department, we communicate openly about issues that impact each other's work.

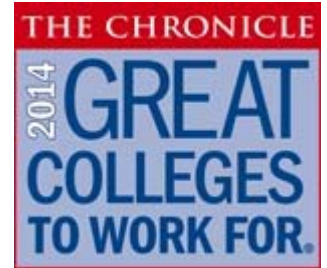


22. Changes that affect me are discussed prior to being implemented.



23. People in my department work well together.





	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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24. I have a good relationship with my supervisor/department chair.

Your Overall (164) 4.49	56.7%	38.4%	3%	0.6%	1.2%
Administration (17) 4.41	52.9%	41.2%	0%	5.9%	0%
Faculty (77) 4.52	62.3%	32.5%	2.6%	0%	2.6%
Exempt Prof'l Staff (44) 4.48	52.3%	43.2%	4.5%	0%	0%
Non-exempt Staff (19) 4.47	52.6%	42.1%	5.3%	0%	0%

25. Overall, my department is a good place to work.

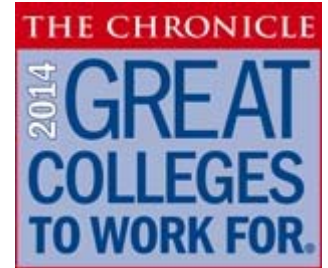
Your Overall (165) 4.38	53.3%	38.2%	3%	4.2%	1.2%
Administration (17) 4.71	70.6%	29.4%	0%	0%	0%
Faculty (77) 4.31	51.9%	36.4%	5.2%	3.9%	2.6%
Exempt Prof'l Staff (45) 4.36	51.1%	40%	2.2%	6.7%	0%
Non-exempt Staff (19) 4.32	42.1%	52.6%	0%	5.3%	0%

26. I can count on people to cooperate across departments.

Your Overall (162) 3.57	16%	38.9%	34%	8.6%	2.5%
Administration (17) 4	41.2%	29.4%	23.5%	0%	5.9%
Faculty (75) 3.48	12%	38.7%	37.3%	9.3%	2.7%
Exempt Prof'l Staff (44) 3.55	13.6%	40.9%	34.1%	9.1%	2.3%
Non-exempt Staff (19) 3.74	21.1%	42.1%	26.3%	10.5%	0%

27. Senior leadership provides a clear direction for this institution's future.

Your Overall (165) 2.98	11.5%	29.7%	24.2%	14.5%	20%
Administration (17) 3.53	17.6%	35.3%	35.3%	5.9%	5.9%
Faculty (77) 2.45	6.5%	18.2%	19.5%	26%	29.9%
Exempt Prof'l Staff (45) 3.47	13.3%	48.9%	22.2%	2.2%	13.3%
Non-exempt Staff (19) 3.42	15.8%	31.6%	36.8%	10.5%	5.3%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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28. My department has adequate faculty/staff to achieve our goals.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165)	2.73	6.7%	21.2%	32.7%	17.6%	21.8%
Administration (17)	2.82	5.9%	29.4%	17.6%	35.3%	11.8%
Faculty (77)	2.51	9.1%	11.7%	29.9%	19.5%	29.9%
Exempt Prof'l Staff (45)	3.07	4.4%	33.3%	40%	8.9%	13.3%
Non-exempt Staff (19)	2.89	5.3%	21.1%	47.4%	10.5%	15.8%

29. The institution takes reasonable steps to provide a safe and secure environment for the campus.

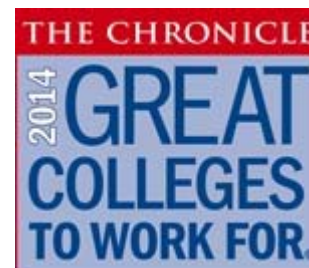
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (164)	4.04	29.3%	51.2%	15.2%	3%	1.2%
Administration (17)	4.59	64.7%	29.4%	5.9%	0%	0%
Faculty (76)	3.87	19.7%	55.3%	19.7%	2.6%	2.6%
Exempt Prof'l Staff (45)	4.2	37.8%	46.7%	13.3%	2.2%	0%
Non-exempt Staff (19)	3.89	21.1%	57.9%	10.5%	10.5%	0%

30. Our orientation program prepares new faculty, administration and staff to be effective.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (159)	3.39	11.3%	40.3%	30.8%	11.3%	6.3%
Administration (17)	3.71	29.4%	29.4%	23.5%	17.6%	0%
Faculty (77)	3.32	9.1%	41.6%	31.2%	9.1%	9.1%
Exempt Prof'l Staff (40)	3.28	5%	45%	27.5%	17.5%	5%
Non-exempt Staff (19)	3.68	21.1%	26.3%	52.6%	0%	0%

31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (164)	3.74	18.9%	51.8%	18.3%	6.7%	4.3%
Administration (17)	3.29	5.9%	47.1%	23.5%	17.6%	5.9%
Faculty (77)	3.64	19.5%	45.5%	20.8%	7.8%	6.5%
Exempt Prof'l Staff (44)	4	22.7%	63.6%	6.8%	4.5%	2.3%
Non-exempt Staff (19)	4.11	26.3%	57.9%	15.8%	0%	0%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.

Your Overall (164) 3.31	14.6%	37.2%	24.4%	12.2%	11.6%
Administration (17) 3.82	29.4%	35.3%	29.4%	0%	5.9%
Faculty (77) 2.87	7.8%	23.4%	32.5%	20.8%	15.6%
Exempt Prof'l Staff (44) 3.64	18.2%	52.3%	15.9%	2.3%	11.4%
Non-exempt Staff (19) 3.79	21.1%	52.6%	15.8%	5.3%	5.3%

33. There is a good balance of teaching, service and research at this institution.

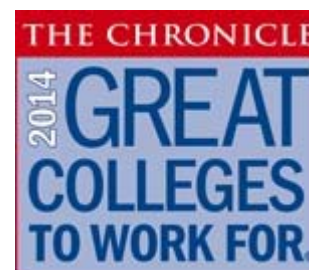
Your Overall (153) 3.42	10.5%	48.4%	20.9%	13.1%	7.2%
Administration (16) 3.88	18.8%	56.3%	18.8%	6.3%	0%
Faculty (77) 3.1	11.7%	32.5%	23.4%	19.5%	13%
Exempt Prof'l Staff (37) 3.73	5.4%	70.3%	18.9%	2.7%	2.7%
Non-exempt Staff (16) 3.63	12.5%	50%	25%	12.5%	0%

34. This institution's benefits meet my needs.

Your Overall (163) 3.58	11%	52.1%	24.5%	8.6%	3.7%
Administration (17) 4	11.8%	76.5%	11.8%	0%	0%
Faculty (77) 3.32	9.1%	39%	32.5%	14.3%	5.2%
Exempt Prof'l Staff (44) 3.75	9.1%	65.9%	20.5%	0%	4.5%
Non-exempt Staff (19) 3.84	26.3%	42.1%	21.1%	10.5%	0%

35. Our recognition and awards programs are meaningful to me.

Your Overall (159) 3.13	12.6%	27.7%	30.2%	18.9%	10.7%
Administration (17) 3.41	17.6%	35.3%	23.5%	17.6%	5.9%
Faculty (75) 3	10.7%	24%	32%	21.3%	12%
Exempt Prof'l Staff (43) 3.21	11.6%	27.9%	39.5%	11.6%	9.3%
Non-exempt Staff (18) 3.28	22.2%	33.3%	5.6%	27.8%	11.1%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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36. I am proud to be part of this institution.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165)	3.98	35.2%	38.2%	19.4%	3.6%	3.6%
Administration (17)	4.59	70.6%	23.5%	0%	5.9%	0%
Faculty (77)	3.68	22.1%	41.6%	24.7%	5.2%	6.5%
Exempt Prof'l Staff (45)	4.27	51.1%	28.9%	17.8%	0%	2.2%
Non-exempt Staff (19)	4.05	31.6%	47.4%	15.8%	5.3%	0%

37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.

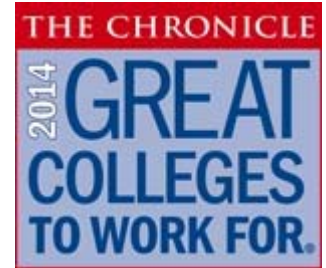
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (164)	3.04	15.2%	25.6%	25%	15.9%	18.3%
Administration (17)	3.41	23.5%	23.5%	29.4%	17.6%	5.9%
Faculty (77)	2.56	9.1%	15.6%	24.7%	23.4%	27.3%
Exempt Prof'l Staff (44)	3.48	22.7%	34.1%	22.7%	9.1%	11.4%
Non-exempt Staff (19)	3.53	15.8%	42.1%	31.6%	0%	10.5%

38. The role of faculty in shared governance is clearly stated and publicized.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (130)	3.33	12.3%	42.3%	22.3%	12.3%	10.8%
Administration (13)	4.31	30.8%	69.2%	0%	0%	0%
Faculty (77)	3.06	10.4%	32.5%	26%	15.6%	15.6%
Exempt Prof'l Staff (24)	3.58	8.3%	58.3%	20.8%	8.3%	4.2%
Non-exempt Staff (11)	3.64	18.2%	45.5%	27.3%	0%	9.1%

39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (121)	3.47	14.9%	43%	24.8%	9.1%	8.3%
Administration (13)	4.23	30.8%	61.5%	7.7%	0%	0%
Faculty (77)	3.21	11.7%	33.8%	31.2%	10.4%	13%
Exempt Prof'l Staff (21)	4	14.3%	71.4%	14.3%	0%	0%
Non-exempt Staff (6)	3.67	33.3%	16.7%	33.3%	16.7%	0%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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40. Teaching is appropriately recognized in the evaluation and promotion process.

Your Overall (117) 3.8	19.7%	53.8%	17.9%	4.3%	4.3%
Administration (13) 4.38	38.5%	61.5%	0%	0%	0%
Faculty (76) 3.67	19.7%	46.1%	22.4%	5.3%	6.6%
Exempt Prof'l Staff (18) 3.89	5.6%	77.8%	16.7%	0%	0%
Non-exempt Staff (6) 4.17	33.3%	50%	16.7%	0%	0%

41. Senior leadership communicates openly about important matters.

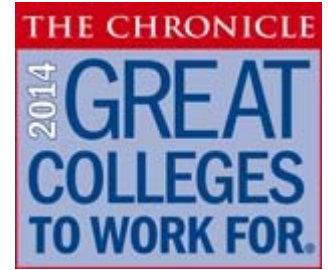
Your Overall (164) 3.01	11%	24.4%	34.1%	15.9%	14.6%
Administration (17) 3.53	23.5%	29.4%	29.4%	11.8%	5.9%
Faculty (77) 2.57	5.2%	14.3%	36.4%	20.8%	23.4%
Exempt Prof'l Staff (44) 3.48	13.6%	38.6%	31.8%	13.6%	2.3%
Non-exempt Staff (19) 3.26	15.8%	26.3%	36.8%	10.5%	10.5%

42. Faculty, administration and staff are meaningfully involved in institutional planning.

Your Overall (163) 2.87	8%	22.1%	36.8%	14.7%	18.4%
Administration (17) 3.18	11.8%	35.3%	23.5%	17.6%	11.8%
Faculty (77) 2.45	6.5%	10.4%	37.7%	13%	32.5%
Exempt Prof'l Staff (43) 3.3	9.3%	34.9%	34.9%	18.6%	2.3%
Non-exempt Staff (19) 3.26	10.5%	26.3%	47.4%	10.5%	5.3%

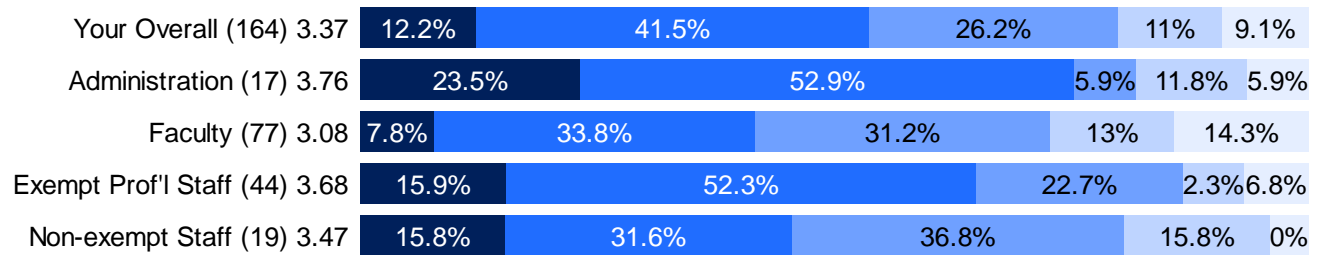
43. At this institution, we discuss and debate issues respectfully to get better results.

Your Overall (163) 3.15	9.2%	35%	27.6%	18.4%	9.8%
Administration (17) 3.76	23.5%	52.9%	5.9%	11.8%	5.9%
Faculty (77) 2.86	7.8%	22.1%	33.8%	20.8%	15.6%
Exempt Prof'l Staff (43) 3.33	4.7%	46.5%	30.2%	14%	4.7%
Non-exempt Staff (19) 3.32	15.8%	31.6%	26.3%	21.1%	5.3%

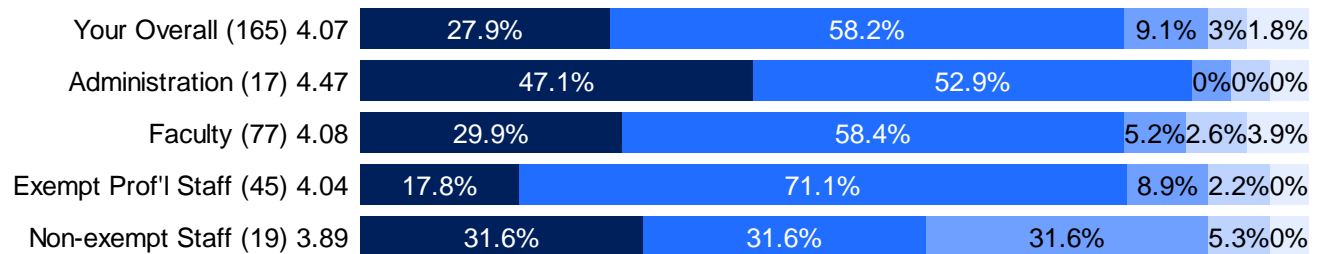


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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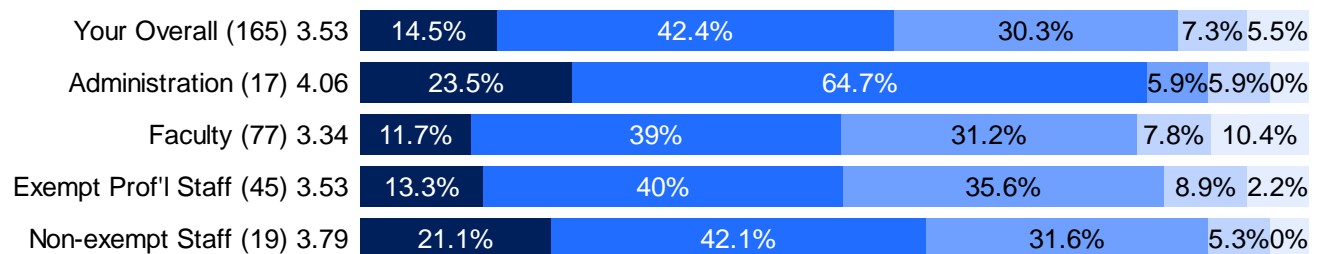
44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.



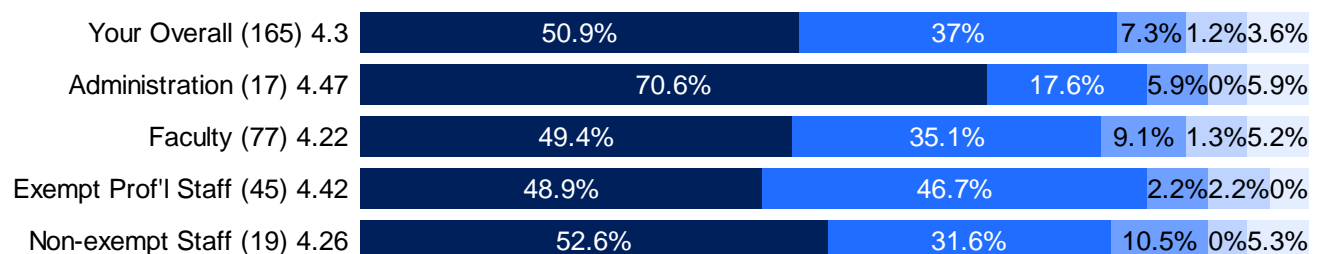
45. At this institution, people are supportive of their colleagues regardless of their heritage or background.

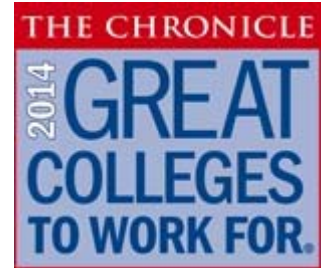


46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.



47. My supervisor/department chair supports my efforts to balance my work and personal life.





Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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48. Senior leadership regularly models this institution's values.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (162)	3.44	17.3%	38.9%	24.1%	10.5%	9.3%
Administration (17)	3.88	35.3%	35.3%	17.6%	5.9%	5.9%
Faculty (76)	3.03	9.2%	28.9%	32.9%	13.2%	15.8%
Exempt Prof'l Staff (43)	3.88	25.6%	48.8%	14%	11.6%	0%
Non-exempt Staff (19)	3.74	21.1%	47.4%	21.1%	5.3%	5.3%

49. This institution actively contributes to the community.

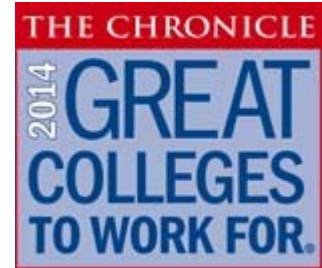
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165)	4.08	31.5%	50.9%	13.3%	3%	1.2%
Administration (17)	4.29	58.8%	17.6%	17.6%	5.9%	0%
Faculty (77)	4.04	29.9%	51.9%	13%	2.6%	2.6%
Exempt Prof'l Staff (45)	4.09	26.7%	60%	8.9%	4.4%	0%
Non-exempt Staff (19)	4.05	21.1%	63.2%	15.8%	0%	0%

50. This institution places sufficient emphasis on having diverse faculty, administration and staff.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (164)	3.59	14%	54.3%	16.5%	6.7%	8.5%
Administration (17)	3.71	23.5%	47.1%	11.8%	11.8%	5.9%
Faculty (77)	3.3	9.1%	46.8%	22.1%	9.1%	13%
Exempt Prof'l Staff (44)	3.91	15.9%	70.5%	6.8%	2.3%	4.5%
Non-exempt Staff (19)	3.84	21.1%	52.6%	21.1%	0%	5.3%

51. There is appropriate recognition of innovative and high quality teaching.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (135)	3.56	13.3%	48.1%	25.9%	6.7%	5.9%
Administration (14)	3.79	14.3%	57.1%	21.4%	7.1%	0%
Faculty (77)	3.34	15.6%	32.5%	32.5%	9.1%	10.4%
Exempt Prof'l Staff (27)	3.93	7.4%	81.5%	7.4%	3.7%	0%
Non-exempt Staff (11)	3.91	18.2%	54.5%	27.3%	0%	0%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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52. We celebrate significant milestones and important accomplishments at this institution.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (164)	3.52	15.9%	36.6%	35.4%	8.5%	3.7%
Administration (17)	3.82	23.5%	41.2%	29.4%	5.9%	0%
Faculty (77)	3.27	14.3%	28.6%	35.1%	14.3%	7.8%
Exempt Prof'l Staff (44)	3.8	15.9%	50%	31.8%	2.3%	0%
Non-exempt Staff (19)	3.74	21.1%	31.6%	47.4%	0%	0%

53. This institution's policies and practices give me the flexibility to manage my work and personal life.

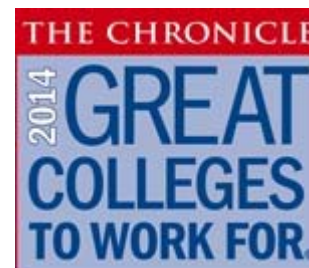
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (165)	3.93	29.1%	46.7%	16.4%	4.2%	3.6%
Administration (17)	4.06	35.3%	47.1%	11.8%	0%	5.9%
Faculty (77)	3.7	23.4%	41.6%	22.1%	7.8%	5.2%
Exempt Prof'l Staff (45)	4.18	35.6%	48.9%	13.3%	2.2%	0%
Non-exempt Staff (19)	4.21	42.1%	47.4%	5.3%	0%	5.3%

54. This institution has clear and effective procedures for dealing with discrimination.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (152)	3.93	23.7%	54.6%	14.5%	5.9%	1.3%
Administration (17)	4.47	52.9%	41.2%	5.9%	0%	0%
Faculty (69)	3.83	20.3%	53.6%	17.4%	5.8%	2.9%
Exempt Prof'l Staff (42)	3.98	21.4%	64.3%	4.8%	9.5%	0%
Non-exempt Staff (17)	3.94	23.5%	47.1%	29.4%	0%	0%

55. There is regular and open communication among faculty, administration and staff.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (164)	3.1	10.4%	26.8%	37.8%	12.8%	12.2%
Administration (17)	3.41	17.6%	41.2%	17.6%	11.8%	11.8%
Faculty (77)	2.86	7.8%	19.5%	41.6%	13%	18.2%
Exempt Prof'l Staff (44)	3.39	11.4%	36.4%	36.4%	11.4%	4.5%
Non-exempt Staff (19)	3.32	15.8%	26.3%	36.8%	15.8%	5.3%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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56. I believe what I am told by senior leadership.

Your Overall (164) 3.21	12.8%	31.7%	32.3%	9.8%	13.4%
Administration (17) 3.94	29.4%	47.1%	17.6%	0%	5.9%
Faculty (77) 2.7	5.2%	18.2%	41.6%	11.7%	23.4%
Exempt Prof'l Staff (44) 3.7	20.5%	43.2%	25%	9.1%	2.3%
Non-exempt Staff (19) 3.47	15.8%	36.8%	31.6%	10.5%	5.3%

57. This institution is well run.

Your Overall (164) 3.07	10.4%	29.9%	31.1%	14%	14.6%
Administration (17) 3.53	17.6%	35.3%	35.3%	5.9%	5.9%
Faculty (77) 2.61	5.2%	16.9%	35.1%	19.5%	23.4%
Exempt Prof'l Staff (44) 3.52	15.9%	45.5%	20.5%	11.4%	6.8%
Non-exempt Staff (19) 3.47	15.8%	31.6%	42.1%	5.3%	5.3%

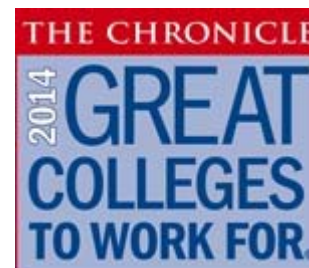
58. There's a sense that we're all on the same team at this institution.

Your Overall (164) 3.02	10.4%	28%	29.3%	18.3%	14%
Administration (17) 3.65	17.6%	41.2%	35.3%	0%	5.9%
Faculty (77) 2.7	7.8%	19.5%	27.3%	26%	19.5%
Exempt Prof'l Staff (44) 3.32	11.4%	36.4%	31.8%	13.6%	6.8%
Non-exempt Staff (19) 3.05	10.5%	31.6%	26.3%	15.8%	15.8%

59. This institution's culture is special - something you don't find just anywhere.

Your Overall (165) 3.42	22.4%	31.5%	21.2%	15.8%	9.1%
Administration (17) 4.35	52.9%	35.3%	5.9%	5.9%	0%
Faculty (77) 3	13%	23.4%	28.6%	20.8%	14.3%
Exempt Prof'l Staff (45) 3.76	26.7%	42.2%	15.6%	11.1%	4.4%
Non-exempt Staff (19) 3.63	26.3%	36.8%	15.8%	15.8%	5.3%

ModernThink
ModernThink Higher Education Insight Survey 2014
Lander University
Response Distribution Report



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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60. All things considered, this is a great place to work.

